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ALBERTA

DEPARTMENT OF MANPOWER AND LABOUR

Board of Industrial Relations

BULLETIN

ON THE BOARD'S ACTIVITIES

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BOARD OF INDUSTRIAL RELATIONS

B U L L E T I N

ON THE BOARD'S ACTIVITIES

JANUARY 1, 1973 TO MARCH 31, 1973

ISSUED BY

THE PROVINCE OF ALBERTA

DEPARTMENT OF MANPOWER AND LABOUR

E D M O N T O N

Second-class mail
Registration No. 1790

DEPARTMENT OF MANPOWER AND LABOUR

HONOURABLE DR. A.E. (BERT) HOHOL

Minister

D.I. GARDNER

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

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Department of Manpower & Labour
Edmonton, Alberta

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STATISTICAL INFORMATION

This information is a summary of the activities of the Board of Industrial Relations in the Administration of The Alberta Labour Act during the period of January 1, 1973 to March 31, 1973.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, General Holiday Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

The Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I TO V INCLUSIVE - 1973	Jan. 1, 1973 to March 31, 1973
Number of Board Meetings (including Public Hearings)	16
Number of Executive Committee Meetings	0
Number of Inspections	9,682
Number of Business Places Inspected	2,132
Number of Employees Affected	31,927
SETTLEMENTS MADE	
Overtime Arrears	$ 24,240.00
Vacation Pay Orders	$ 23,835,45
Under-Payment of Wages Due	$ 4,678.16
Non-Payment of Wages Due	$ 72,672.58
General Holidays	$ 17,628.93
TOTAL	$ 143,055.10
Number of Employees affected by above Settlement	1,459
Number of Complaints Received	2,073
Amount of Weekly Increase Obtained for Employees	$ 83.22

STATISTICAL INFORMATION

	Total for year 1972	Jan. 1, 1973 to March 31, 1973
CERTIFICATIONS		
Application for Certification - ISSUED	223	54
Application for Certification - REFUSED	61	11
Application for Certification - RETURNED	1	4
REVOCATION OF CERTIFICATION		
Certificates Revoked	6	1
Applications Refused	2	0
Applications Returned	0	0
VARIANCE OF CERTIFICATES		
Application for Variance - GRANTED	29	14
Application for Variance - REFUSED	4	0
CONSOLIDATION OF CERTIFICATES		
Application to Consolidate - GRANTED	0	0
Application to Consolidate - REFUSED	0	0
APPLICATION FOR REGISTRATION OF AN EMPLOYER'S ORGANIZATION AS THE AGENT FOR COLLECTIVE BARGAINING		
Application for Registration - GRANTED	3	0
Application for Registration - REFUSED	1	3
UNFAIR LABOUR PRACTICES		
Complaints	18	0
CONCILIATIONS		
Settled at Conciliation Officer Stage	86	31*
Referred to a Conciliation Board	11	8
Referred to an Arbitration Board	1	1
Unsuccessful Recommendations Under Section 91 (1) (b)	63	31
Cancelled	13	2
Pending	14	49
ARBITRATION BOARDS		
Pending at Arbitration Board	0	1
Arbitration Board Awards	1	0

* Dispute No. A-118-72, which was shown as pending at December 31, 1972, was settled by the parties themselves and details will not be shown in this Bulletin as it is no longer within the scope of the Board of Industrial Relations.

STATISTICAL INFORMATION

	Total for year 1972	Jan. 1, 1973 to March 31, 1973
CONCILIATION BOARDS		
Pending at Conciliation Board	4	10
Settled Before Board Constituted	0	0
Settled Before Award Submitted	1	0
Unanimous Board Awards	5	1
Majority Board Awards	3	1
Dissent by Employers' Member	0	0
Dissent by Employees' Member	3	1
Acceptance of Board Awards by Both Parties	3	0
Acceptance of Board Awards by Employers Only	0	1
Acceptance of Board Awards by Employees Only	2	1
Rejection of Board Awards by Both Parties	2	0
VOTES		
RE: Conciliation Board Awards	5	2
RE: Selection of a Bargaining Agent	11	3
RE: Revocation of Certification	3	2
RE: Strike Action	41	8
In Favour	37	7
Against	2	1
Split Decision	2	0
Strikes and Lockouts Arising During the Year		
After Provisions of The Alberta Labour Act	9	3
Strikes and Lockouts Carried Over From 1972	-	4

* * * * * *

PROSECUTIONS	Jan. 1, 1973 to March 31, 1973
Charges Carried over from Previous Period	756
Number of Charges Entered	344
Convictions	338
Withdrawals	131
Dismissals	7
Warrants Executed	9
Committals	0
Amount of Fines Assessed	$ 2,660.85
Amount of Costs Assessed	$ 895.10
Failure to Comply with Magistrates Orders	0
AMOUNTS IMPLICATED	
Minimum Wage	$ 2,979.26
Wage Arrears	$46,822.08
Vacation Pay	$ 5,657.45
General Holiday Pay	$ 2,489.07

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

JANUARY 1, 1973 TO MARCH 31, 1973

Sections of The Alberta Labour Act under which Charges laid for Infractions		FINES	COSTS	I/D DAYS	ARREARS	Charges brought Forward and Disposition			New Cases this Period and Disposition			CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITALS	WARRANTS EXECUTED	BALANCE
						No.	Completed	Balance	No.	Completed	Balance						
Sec. 12	Failure to maintain or produce records	300.00	9.90	111	0	8	6	2	8	3	5	7	2	0	0	0	7
Sec. 29(1)(a) & 29(1)(b)	Minimum Wage and Overtime	480.00	21.20	76	2,979.26	81	43	38	29	1	28	38	2	4	0	1	66
Sec. 29(1)(f)	General Holiday Pay	560.00	16.00	53	2,489,07	138	81	57	44	3	41	81	0	3	0	0	98
Sec. 30(2) & 30(3)	Wages	228.85	754.00	250	46,822.08	306	178	128	101	10	91	113	2	73	0	8	219
Sec. 33(4)	Vacation Pay	1,092.00	94.00	97	5,657.45	217	140	77	124	8	116	99	1	48	0	0	193
Sec. 29(3), 30(5) & 33(5)	Failure to pay Judge's order	0	0	0	0	6	3	3	38	0	38	0	0	3	0	0	41
	TOTALS	$2,660.85	$895.10	587	$57,947.86	756	451	305	344	25	319	338	7	131	0	9	624

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

I S S U E D

JANUARY 1, 1973 TO MARCH 31, 1973

1. The International Brotherhood of Painters & Allied Trades, Local 1016, Edmonton and Wal-Mar Construction Limited, Edmonton.

UNIT:	"Journeymen painters, decorators and registered apprentices including working foremen."
Number of Employees in Unit:	3
Received November 28, 1972	
Certificate Number:	1 - 73
Issued January 2, 1973	

* * * * * *

2. The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987, Calgary and Central Alberta Dairy Pool, Coaldale.

UNIT:	"All employees excluding office staff, supervisory personnel and those employed in a confidential capacity in matters relating to labour relations."
Number of Employees in Unit:	4
Received December 14, 1972	
Certificate Number:	2 - 73
Issued January 4, 1973	

* * * * * *

3. The United Brotherhood of Carpenters and Joiners of America, Local 1569, Medicine Hat and Camston Construction and Engineering Ltd., Toronto, Ontario.

UNIT:	"All Carpenters, Carpenters Apprentices and Foremen."
Number of Employees in Unit:	9
Received December 27, 1972	
Certificate Number:	3 - 73
Issued January 17, 1973	

* * * * * *

4. The Retail Clerks Union, Local 397, Calgary and Horne & Pitfield Foods Limited operating in the name and style of Crescent Heights I.G.A., Medicine Hat.

UNIT:	"All employees whether full or part-time employed in the stores owned and/or operated by the employer in the greater Medicine Hat area except Location Manager, Assistant Manager and employees employed in the meat department."

Number of Employees in Unit: 9
Received December 4, 1972
Certificate Number: 4 - 73
Issued January 22, 1973

* * * * * *

5. The Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton and Canadian Montana Gas Co. Ltd., Foremost.

UNIT: "All employees of Canadian Montana Gas Co. Ltd. at its Pendant d'Oreille and Black Butte Camps in southern Alberta save and except engineering technician foreman and those above the rank of foreman."

Number of Employees in Unit: 12
Received November 30, 1972
Certificate Number: 5 - 73
Issued January 22, 1973

* * * * * *

6. The Health Sciences Association of Alberta, Edmonton and Calgary General Hospital, Calgary.

UNIT: "All employees when employed as Medical Record Librarians, Medicial Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Calgary General Hospital, 841 - Centre Avenue, Calgary, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 108
Received November 27, 1972
Certificate Number: 6 - 73
Issued January 24, 1973

* * * * * *

7. The Health Sciences Association of Alberta, Edmonton and Wainwright General Hospital District # 17, Wainwright.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Wainwright General Hospital, Wainwright, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 8
Received December 8, 1972
Certificate Number: 7 - 73
Issued January 26, 1973

* * * * * *

8. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton and International Radiography & Inspection Services Ltd., Edmonton.

UNIT: "All employees excluding office staff and those otherwise excluded by the Act employed in the Province of Alberta."

Number of Employees in Unit: 16
Received October 5, 1972
Certificate Number: 8 - 73
Issued January 29, 1973

* * * * * *

9. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton and Warnock Hersey International Limited, Edmonton.

UNIT: "All employees excluding office staff and those otherwise excluded by the Act employed in the Province of Alberta."

Number of Employees in Unit: 7
Received October 20, 1972
Certificate Number: 9 - 73
Issued January 29, 1973

* * * * * *

10. The Health Sciences Association of Alberta, Edmonton and Royal Alexandra Hospital, Edmonton.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Royal Alexandra Hospital, 10240-Kingsway Avenue, Edmonton, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 113
Received November 22, 1972
Certificate Number: 10 - 73
Issued January 29, 1973

* * * * * *

11. The Retail Clerks' Union, Local 397, Calgary and Canada Safeway Limited, Calgary.

UNIT:	"All employees whether full or part-time employed in the stores owned and/or operated by the employer in the greater Medicine Hat area, except location manager, assistant manager and all employees employed in the meat department."
Number of Employees in Unit:	37
Received January 15, 1973	
Certificate Number:	11 - 73
Issued January 30, 1973	

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12. The United Brotherhood of Carpenters & Joiners of America, Local 2410, Red Deer and Brown & Root Ltd., Edmonton.

UNIT:	"Carpenters, Carpenter Apprentice and Carpenter Foremen."
Number of Employees in Unit:	4
Received January 16, 1973	
Certificate Number:	12 - 73
Issued January 30, 1973	

* * * * * *

13. The International Portable Pipe Mills Cochrane Employees' Association, Cochrane and International Portable Pipe Mills Ltd., Cochrane.

UNIT:	"All employees of International Portable Pipe Mills Ltd. employed by the company in its operations at Cochrane, Alberta, excluding only office staff, supervisors and those employees who might be employed by International Portable Pipe Mills Ltd. for the purposes of constructing buildings to be used by International Portable Pipe Mills Ltd. or altering or expanding buildings used by International Portable Pipe Mills Ltd."
Number of Employees in Unit:	34
Received January 22, 1973	
Certificate Number:	13 - 73
Issued February 9, 1973	

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14. The Health Sciences Association of Alberta, Edmonton and Metro-Calgary & Rural General Hospital District No. 93 Board of Trustees for the Holy Cross Hospital, Calgary.

UNIT:	"All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians,

Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Holy Cross Hospital, 23rd Avenue and 2nd Street, S.W., Calgary, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 77
Received January 9, 1973
Certificate Number: 14 - 73
Issued February 9, 1973

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15. The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 488, Edmonton and Local 496, Calgary and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton and Western Stress Relieving Services Inc., Edmonton.

UNIT: "All employees excluding office staff, and those otherwise excluded by the Act employed in the Province of Alberta."

Number of Employees in Unit: 6
Received December 21, 1972
Certificate Number: 15 - 73
Issued February 9, 1973

* * * * * *

16. The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 488, Edmonton and Local 496, Calgary and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton and Sarnia Inspection Company Limited, Edmonton.

UNIT: "All employees excluding office staff and those otherwise excluded by the Act employed in the Province of Alberta."

Number of Employees in Unit: 2
Received December 21, 1972
Certificate Number: 16 - 73
Issued February 13, 1973

* * * * * *

17. The International Woodworkers of America, Local 1-206, Blairmore and Knight Schmidt Industries Ltd., Medicine Hat.

UNIT: "All employees employed by the company at 1421 Briar Park Cr. N.W., Medicine Hat, Alberta, excluding office staff, foremen, salesmen and those having the right to hire and fire."

Number of Employees in Unit: 108
Received January 25, 1972
Certificate Number: 17 - 73
Issued February 15, 1973

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18. The International Woodworkers of America, Local 1-206, Blairmore and Knight Schmidt Industries Ltd., Medicine Hat.

UNIT: "All employees employed by the company at the Medicine Hat Airport, Medicine Hat, Alberta, excluding office staff, foremen, salesmen, and those having the right to hire and fire."

Number of Employees in Unit: 42
Received January 25, 1973
Certificate Number: 18 - 73
Issued February 15, 1973

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19. The General Teamsters, Local 362, Calgary and Consolidated Fastfrate Ltd., Calgary.

UNIT: "All employees classified as Drivers and Warehousemen working in the City of Calgary. Excluding casual employees, office staff and all supervisory personnel who have the right to hire and fire or change the status of employees."

Number of Employees in Unit: 10
Received January 22, 1973
Certificate Number: 19 - 73
Issued February 16, 1973

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20. The Canadian Union of Public Employees, Local 812, Lethbridge and Crowsnest Pass School Division No. 63, Blairmore.

UNIT: "All bus drivers."

Number of Employees in Unit: 7
Received February 7, 1973
Certificate Number: 20 - 73
Issued Feburary 22, 1973

* * * * * *

21. The Office & Professional Employees, Local 379, Calgary and Canadian Union Advertising Ltd., Calgary.

UNIT: "All office, stenographic and clerical sales personnel excluding the General Manager."

Number of Employees in Unit: 6
Received February 15, 1973
Certificate Number: 21 - 73
Issued March 2, 1973

* * * * * *

22. The Building Construction and General Laborers, Local 92, Edmonton and Marvel Tile & Ceramics Ltd., Edmonton.

UNIT: "All labourers, mechanics' helpers, truck drivers, floor and base machine operators. Excluding foremen and those above the rank of foreman."

Number of Employees in Unit: 3
Received February 19, 1973
Certificate Number: 22 - 73
Issued March 5, 1973

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23. The Health Sciences Association of Alberta, Edmonton and Foothills Provincial General Hospital, Calgary.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Foothills Hospital, Calgary, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 92
Received October 27, 1973
Certificate Number: 23 - 73
Issued March 5, 1973

* * * * * *

24. The Construction and General Workers' Union, Local 1111, Calgary and Camston Limited, Toronto.

UNIT: "All labourers when employed as labourers, foremen, tradesmens' helpers, concrete labourers, pump tenders, and heater tenders, swamper, signalman, grademen; vibrator operators; chippers, tampermen, power buggy operators, truck drivers, bobcat operators, tractor operators, bricklayer helpers, pipe wrappers, jackhammer men, tubular scaffold, plasterer helper, climbing crane swamper, swinging scaffold, tool crib, gas tester and other tools and conveyances normally used by labourers, surveyors helpers; mixermen; sandblasters, formsetters, forklift operators, pumpcrete operators, drillers, cement joint tile & pipe layers, gunite nozzle men, underground labourers, concrete labourers grade one, powdermen, air track drillers, mole operators, miners, timbermen."

Number of Employees in Unit: 8
Received February 14, 1973
Certificate Number: 24 - 73
Issued March 6, 1973

* * * * * *

25. The Building Construction and General Laborers' Local 92, Edmonton and National Marble and Tile Ltd., Edmonton.

UNIT: "All labourers, mechanics' helpers, truck drivers, floor and base machine operators. Excluding foremen and those above the rank of foreman."

Number of Employees in Unit: 5
Received February 19, 1973
Certificate Number: 25 - 73
Issued March 7, 1973

* * * * * *

26. The Canadian Union of Public Employees, Local 927, Lethbridge and The Board of Directors of Crest View Lodge, Pincher Creek.

UNIT: "All employees employed by the Home excluding the Matron."

Number of Employees in Unit: 7
Received February 22, 1973
Certificate Number: 26 - 73
Issued March 7, 1973

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27. The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Bennett & White Alberta (1963) Ltd., Edmonton.

UNIT: "Carpenters, Carpenter Foremen, Carpenter Apprentices."

Number of Employees in Unit: 2
Received February 22, 1973
Certificate Number: 27 - 73
Issued March 7, 1973

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28. The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Alta West Construction Ltd., Edmonton.

UNIT: "Carpenters, Carpenter Foremen, Carpenter Apprentices."

Number of Employees in Unit: 11
Received February 22, 1973
Certificate Number: 28 - 73
Issued March 8, 1973

* * * * * *

29. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Alta West Construction (Southern) Ltd., Calgary.

UNIT:	"Carpenter Foreman, Journeyman Carpenters, Carpenter Apprentice."
Number of Employees in Unit:	12
Received February 20, 1973	
Certificate Number:	29 - 73
Issued March 8, 1973	

* * * * * *

30. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Regent Construction Co. Ltd., Burnaby, British Columbia.

UNIT:	"Carpenter Foreman, Journeyman Carpenter, Apprentice Carpenter."
Number of Employees in Unit:	2
Received February 27, 1973	
Certificate Number:	30 - 73
Issued March 8, 1973	

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31. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Western Industrial Contractors Ltd., Calgary.

UNIT:	"Carpenter Foreman, Journeyman Carpenter, Carpenter Apprentice."
Number of Employees in Unit:	4
Received February 16, 1973	
Certificate Number:	31 - 73
Issued March 12, 1973	

* * * * * *

32. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and B & W Woodwork, Calgary.

UNIT:	"Carpenter Foreman, Journeyman Carpenter and Apprentice."
Number of Employees in Unit:	9
Received February 16, 1973	
Certificate Number:	32 - 73
Issued March 14, 1973	

* * * * * *

33. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Trident Construction Limited, Calgary.

UNIT:	"Carpenter Foreman, Journeyman Carpenter, Apprentice Carpenter."

Number of Employees in Unit: 38
Received February 16, 1973
Certificate Number: 33 - 73
Issued March 14, 1973

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34. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Richfield Building & Design Corporation Ltd., Calgary.

UNIT: "Carpenter Foreman, Journeyman Carpenter, Apprentice Carpenter."

Number of Employees in Unit: 23
Received February 22, 1973
Certificate Number: 34 - 73
Issued March 14, 1973

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35. The Health Sciences Association of Alberta, Edmonton and The Edmonton General Hospital, Edmonton.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technolotists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Edmonton General Hospital, 11111 - Jasper Avenue, Edmonton, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 82
Received January 24, 1973
Certificate Number: 35 - 73
Issued March 15, 1973

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36. The General Teamsters, Local Union No. 362, Calgary and Fish International Canada Limited, Calgary.

UNIT: "Truck drivers, bus drivers, warehousemen, warehouse helpers, warehouse fork lift operators, truck and warehouse foremen excluding supervisory staff with the right to hire and fire and employees engaged in handling or testing of materials normally handled by members of other trades."

Number of Employees in Unit: 5
Received February 6, 1973
Certificate Number: 36 - 73
Issued March 16, 1973

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37. The Health Sciences Association of Alberta, Edmonton and Grande Prairie Municipal Hospital, Grande Prairie.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Grande Prairie Municipal Hospital, 10409 - 98 Street, Grande Prairie, Alberta, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 7
Received February 13, 1973
Certificate Number: 37 - 73
Issued March 16, 1973

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38. The General Teamsters, Local Union No. 362, Calgary and C.F. Braun and Co. of Canada Ltd., Edmonton.

UNIT: "Truck drivers, bus drivers, warehousemen, warehouse helpers, warehouse fork lift operators, truck and warehouse foremen excluding supervisory staff with the right to hire and fire and employees engaged in handling or testing of materials normally handled or tested by members of other trades."

Number of Employees in Unit: 34
Received February 6, 1973
Certificate Number: 38 - 73
Issued March 19, 1973

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39. The Building, Construction and General Laborer's Local Union No. 92, Edmonton and C.F. Braun and Co. of Canada Ltd., Edmonton.

UNIT: "All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts.

Number of Employees in Unit: 166
Received February 16, 1973
Certificate Number: 39 - 73
Issued March 19, 1973

* * * * * *

40. The Amalgamated Meat Cutters & Butcher Workmen of North America (Meat Cutters), Local 312, Edmonton and F.G. Bradley Co. Ltd., Edmonton.

UNIT: "All employees engaged in the handling and processing, preparing for sale and delivering of fresh, frozen, cured or cooked meats, including maintenance and clean-up personnel. Excluding office personnel, and sales staff and foreman with the right to hire and fire."

Number of Employees in Unit: 18
Received January 8, 1973
Certificate Number: 40 - 73
Issued March 20, 1973

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41. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Globe Construction Company Limited, Edmonton.

UNIT: "All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 21
Received February 20, 1973
Certificate Number: 41 - 73
Issued March 22, 1973

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42. The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Fish International Canada Limited, Calgary.

UNIT: "All insulation mechanics, improvers, apprentices, foremen and subforemen engaged in the application, finishing and handling of all heat and frost insulations within the geographical area of Local 110, Edmonton, Alberta."

Number of Employees in Unit: 7
Received February 19, 1973
Certificate Number: 42 - 73
Issued March 23, 1973

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43. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Pockar Bros. Masonry Ltd., Calgary.

UNIT:	"All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."
Number of Employees in Unit:	2
Received February 20, 1973 Certificate Number: Issued March 23, 1973	43 - 73

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44. The United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary and Creative Interiors and Design Ltd., Edmonton.

UNIT:	"Carpenter Foreman, Journeyman Carpenter, Apprentice Carpenter."
Number of Employees in Unit:	8
Received February 22, 1973 Certificate Number: Issued March 26, 1973	44 - 73

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45. The United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary and Franz Patella Contracting Ltd., Calgary.

UNIT:	"Foreman Carpenter, Journeyman Carpenter, Apprentice Carpenter."
Number of Employees in Unit:	21
Received February 22, 1973 Certificate Number: Issued March 27, 1973.	45 - 73

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46. The Building, Construction & General Laborers' Local Union No. 92, Edmonton and Gateway Plastering (1972) Ltd., Edmonton.

UNIT:	"All labourers whem employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 5
Received February 23, 1973
Certificate Number: 46 - 73
Issued March 27, 1973

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47. The United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary and Smith Bros. & Wilson, Limited, Calgary.

UNIT: "Carpenter Foreman, Journeyman Carpenter, Apprentice Carpenter."

Number of Employees in Unit: 32
Received February 27, 1973
Certificate Number: 47 - 73
Issued March 27, 1973

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48. The Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton and Northern Alberta Dairy Pool Limited, Edmonton.

UNIT: "All employees at the Evansburg plant except office workers, plant foremen and temporary help."

Number of Employees in Unit: 25
Received March 5, 1973
Certificate Number: 48 - 73
Issued March 27, 1973

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49. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 & 2103, Calgary and Brunel Commercial Interiors Ltd., Calgary.

UNIT: "Carpenter Foreman, Journeyman Carpenter, and Apprentice Carpenters."

Number of Employees in Unit: 8
Received March 5, 1973
Certificate Number: 49 - 73
Issued March 27, 1973

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50. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 & 2103, Calgary and Redden Construction (1970) Ltd., Edmonton.

UNIT: "Carpenter Foreman, Journeyman Carpenter, Apprentice Carpenter."

Number of Employees in Unit: 4
Received March 7, 1973
Certificate Number: 50 - 73
Issued March 28, 1973

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51. The United Brotherhood of Carpenters and Joiners of America, Local Union 1325, Edmonton and Delta Projects Limited, Calgary.

UNIT:	"Carpenters, Carpenter Foremen and Carpenter Apprentices."
Number of Employees in Unit:	12
Received March 6, 1973	
Certificate Number:	51 - 73
Issued March 28, 1973	

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52. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Fluor Canada Ltd., Calgary.

UNIT:	"Carpenter Foreman, Journeyman Carpenter and Carpenter Apprentice."
Number of Employees in Unit:	4
Received March 7, 1973	
Certificate Number:	52 - 73
Issued March 29, 1973	

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53. The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Combustion Engineering - Superheater Ltd., Grande Prairie.

UNIT:	"All insulation mechanics, improvers, apprentices, foremen and subforemen, engaged in the application, finishing and handling of all heat and frost insulations within the geographical area of Local 110, Edmonton, Alberta."
Number of Employees in Unit:	14
Received February 6, 1973	
Certificate Number:	54 - 73
Issued March 29, 1973	

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54. The Grande Prairie Packers Employees Association, Grande Prairie and Grande Prairie Packers (1968) Ltd., Grande Prairie.

UNIT:	"All employees employed at the plant located in Grande Prairie, Alberta, with the exception of foremen with the right to hire and fire, and persons employed in a confidential capacity in matters relating to labour relations."
Number of Employees in Unit:	39
Received February 9, 1973	
Certificate Number:	55 - 73
Issued March 30, 1973	

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APPLICATION FOR CERTIFICATION

R E F U S E D

JANUARY 31, 1973 TO MARCH 31, 1973

1. The Hotel and Restaurant Employees and Beverage Dispensers Union, Local 265, Calgary and Board of Governors of Mount Royal College, Calgary.

UNIT: "All Employees of Food Services Department."

Received November 15, 1972
Refused January 22, 1973 Not a majority selection.

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2. The Calgary Printing Trades Union, Local 1, Calgary and North Hill News Ltd., Calgary.

UNIT: "All employees employed on the premises of the North HIll News Ltd., excluding office and press room and circulation personnel."

Received December 28, 1972
Refused January 23, 1973 Not a majority selection.

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3. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton and North American Inspection Services Limited, Calgary.

UNIT: "All employees excluding office staff and those otherwise excluded by the Act employed in the Province of Alberta-

Received October 23, 1972
Refused January 31, 1973 Not a majority selection.

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4. The International Woodworkers of America, Local 1-207, Edmonton and Neonex Leisure Products Ltd., Red Deer.

UNIT: "All employees of the Company employed at Red Deer, Alberta, excluding office staff, salesmen, chief inspector, foremen and those above the rank of foremen."

Received January 11, 1973
Refused January 31, 1973 Not a majority selection.

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5. The International Woodworkers of America, Local 1-206, Blairmore and Knight Schmidt Industries Ltd., Medicine Hat.

UNIT: "All employees employed by the Company at Medicine Hat, (two locations 1421 Briar Park Cr.

N.W. & at Medicine Hat Airport) excluding office staff, foremen, salesmen, and those having the right to hire and fire."

Received January 8, 1973
Refused February 15, 1973 — Unit not appropriate.

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6. The Building Construction & General Laborers' Union, Local 92, Edmonton and Brynko Construction Ltd., Edmonton.

UNIT: "All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jack hammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Received January 26, 1973
Refused February 20, 1973 — Not a majority selection.

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7. The Construction and General Workers' Union, Local 1111, Calgary and Titan Prestressing Corporation Ltd., Calgary.

UNIT: "All labourers and labour foremen when employed as follows: - Shop fabrication of tendons, anchorages and support bars. Shipping and delivery of all post tensioning materials and equipment. Installation and placement of all post tensioning materials and equipment. Field and shop stressing. Cutting of strands after stressing and grouting of pockets."

Received February 22, 1973
Withdrawn March 14, 1973 — Applicant requested that application be withdrawn.

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8. The Building Construction & General Laborers' Union, Local 92, Edmonton and Titan Restressing Corporation Ltd., Calgary.

UNIT: "All labourers and labour foremen when employed as follows: - Shop fabrication of tendons, anchorages and support bars. Shipping and delivery of all post tensioning materials and equipment. Installation and placement of all post tensioning materials and equipment. Field and shop stressing. Cutting of strands after stressing and grouting of pockets."

Received February 22, 1973
Withdrawn March 14, 1973 — Applicant requested that application be withdrawn.

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9. The United Cement, Lime and Gypsum Workers, Local 345, Calgary and Consolidated Concrete Limited, Red Deer.

UNIT: "All employees, excluding office staff, dispatcher, foremen and those above the rank of foreman."

Received February 12, 1973
Refused March 14, 1973 Applicant requested that application be withdrawn.

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10. The United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 and 2103 Calgary and A C & S Contracting Ltd., Calgary.

UNIT: "Carpenter Foreman, Journeyman Carpenter and Carpenter Apprentice."

Received February 16, 1973
Refused March 26, 1973 Not a majority selection.

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11. Oil, Chemical and Atomic Workers International Union, Local 9-666, Liquid Carbonic Canada Ltd., Edmonton

UNIT: "All employees of Liquid Carbonic Canada Ltd. At its Edmonton and Fort Saskatchewan locations save and except Plant Supervisors, those above the rank of supervisor, salesmen and office staff."

Received March 15, 1973
Refused March 15, 1973 Unit not appropriate.

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APPLICATION FOR CERTIFICATION

R E T U R N E D

JANUARY 1,1973 TO MARCH 31, 1973

1. The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers' Subordinate Union, Local 2, Calgary and Morstead Masonry Ltd., Calgary.

Returned March 23, 1973 Not processed.

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2. The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers' Subordinate Union, Local 2, Calgary and Hingley Terrazzo & Tile Ltd., Calgary.

Returned March 23, 1973 Not processed.

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3. The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers' Subordinate Union, Local 2, Calgary and Alberta Marble & Tile Ltd., Calgary.

Returned March 23, 1973 Not processed.

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4. The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers' Subordinate Union, Local 2, Calgary and Cana Construction Co. Ltd., Calgary.

Returned March 23, 1973 Not processed.

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APPLICATION FOR REVOCATION

I S S U E D

JANUARY 1, 1973 TO MARCH 31, 1973

1. The Canadian Union of Public Employees, Local 70, Lethbridge and Town of Raymond, Raymond.

UNIT:	"All outside employees excluding the foreman."
Certificate Number:	1 - 73
Date of Application:	December 13, 1972
Date Granted:	January 31, 1973

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APPLICATION FOR VARIANCE OF CERTIFICATE

G R A N T E D

JANUARY 1, 1973 TO MARCH 31, 1973

1. The International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, Edmonton and Triscon Steel Ltd., Edmonton.

   Varied Name of Employer:

   FROM: T.C. Reinforcing Ltd., Edmonton.

   TO: Triscon Steel Ltd., Edmonton.

   Certificate Number: 27 - 57, varied as to name of employer.

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2. The Bakery and Confectionery Workers International Union of America, Local 252, Calgary and Empress Foods Ltd., Calgary Bakery Plant, Calgary.

   Varied Name of Employer:

   FROM: MacDonalds Consolidated Limited, Supply Division, (Bakery Department), Calgary.

   TO: Empress Foods Ltd., Calgary Bakery Plant, Calgary.

   Certificate Number: 150 - 69, varied as to name of employer.

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3. The International Brotherhood of Painters and Allied Trades, Local Union 1016, Edmonton and Orlovsky Painting (1972) Ltd., Edmonton.

   Varied Name of Employer:

   FROM: Orlovsky Painting Ltd., Edmonton.

   TO: Orlovsky Painting (1972) Ltd., Edmonton.

   Certificate Number: 72 - 70, varied as to name of employer.

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4. The Canadian Union of Public Employees, Local 70, Lethbridge and The Board of Directors of the Lethbridge Northern Irrigation District, Lethbridge.

   Varied Name of Employer:

   FROM: Lethbridge Northern Irrigation District, Lethbridge.

   TO: The Board of Directors of the Lethbridge Northern Irrigation District, Lethbridge.

   Certificate Number: 163 - 71, varied as to name of employer.

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5. The Oil, Chemical and Atomic Workers International Union, Local 9-664, Duvernay and Celanese Canada Limited, Two Hills.

   Varied Name of Employer:

   FROM: Western Chemicals Limited, Two Hills.

   TO: Celanese Canada Limited, Two Hills.

   Certificate Number: 88 - 55, varied as to name of employer.

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6. The International Brotherhood of Electrical Workers, Local Union 1007, Edmonton and The City of Edmonton Corporation, Edmonton.

   Varied Unit description to read:

   "All employees of the City of Edmonton engaged in communication installation, construction, maintenance, repair and operation of communication and/or related electrical equipment owned or operated by the City of Edmonton excluding those employees in the position of Supervisor and those employees employed above the position of Supervisor."

   Certificate issued under date of May 6, 1949, varied as to unit description.

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7. The International Brotherhood of Electrical Workers, Local Union 1007, Edmonton and The City of Edmonton Corporation, Edmonton.

Varied Unit description to read:

"All employees of the City of Edmonton engaged in the installation, construction, maintenance, repair and operation of electrical and/or related communication equipment owned or operated by the City of Edmonton excluding those employees in the position of Supervisor and those employees employed above the position of Supervisor."

Certificate issued under date of May 6, 1949, varied as to unit description.

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8. The Building, Construction and General Laborer's Local Union No. 92, Edmonton and Vacon Plastering Ltd., Edmonton.

Varied Name of Employer:

FROM: Vacon Associates Ltd., Edmonton.

TO: Vacon Plastering Ltd., Edmonton.

Certificate Number: 53 - 67, varied as to name of employer.

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9. The Building, Construction and General Laborer's Local Union No. 92, Edmonton and Plains Dresser Ltd., Calgary.

Varied Name of Employer:

FROM: Plains Construction, Ltd., Calgary.

TO: Plains Dresser Ltd., Calgary.

Certificate Number: 58 - 67, varied as to name of employer.

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10. The Retail Clerks Union, Local 401, Edmonton and Lucerne Foods Ltd, Edmonton Ice Cream Plant, Edmonton.

Varied Name of Employer:

FROM: Canada Safeway Limited, Edmonton.

TO: Lucerne Foods Ltd., Edmonton Ice Cream Plant, Edmonton.

Certificate Number: 50 - 63, varied as to name of employer.

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11. The Retail Clerks Union, Local 401, Edmonton and Lucerne Foods Ltd., Edmonton Egg Plant, Edmonton.

Varied Name of Employer:

FROM: Canada Safeway Limited, Egg Department, Edmonton.

TO: Lucerne Foods Ltd., Edmonton Egg Plant, Edmonton.

Certificate Number 115 - 68, varied as to name of employer.

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12. The International Union of Operating Engineers, Local 955, Calgary and Empress Foods Ltd., Taber Processing Plant, Taber.

Varied Name of Employer:

FROM: MacDonalds Consolidated Limited Processing Plant, Taber.

TO: Empress Foods Ltd., Taber Processing Plant, Taber.

Certificate Number: 131 - 69, varied as to name of employer.

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13. The Health Sciences Association of Alberta, Edmonton and Misericordia Hospital, Edmonton.

Varied Unit description to read:

"All employees when employed as Medical Record Librarians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses, Medical Record Technicians employed at or out of the Misericordia Hospital, 16940 - 87 Avenue, Edmonton, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Certificate Number: 177 - 72, varied as to unit description.

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14. The International Woodworkers of America, Local 1207, Edmonton and Neonex Leisure Products Ltd., Red Deer.

Varied Name of Employer:

FROM: Travelaire Trailer Manufacturing Limited, Red Deer.

TO: Neonex Leisure Products Ltd., Red Deer.

Certificate Number 135 - 68, varied as to name of employer.

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APPLICATION FOR REGISTRATION OF AN EMPLOYER'S ORGANIZATION

AS THE AGENT FOR COLLECTIVE BARGAINING

R E F U S E D

JANUARY 1, 1973 TO MARCH 31, 1973

1. The Alberta Construction Labour Relations Association, Edmonton and the United Brotherhood of Carpenters and Joiners of America, Local 1460 (Millwrights), Edmonton.

   Description of trade jurisdiction:

   "Millwrighting."

   Territory:

   "All parts of Alberta, north of an east-west line from the B.C. to Saskatchewan Border, then a point one mile north of the Town of Ponoka, Alberta."

   Refused February 1, 1973, not a majority selection.

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2. The Alberta Construction Labour Relations Association, Edmonton and the Wood, Wire and Metal Lathers International Union, Local 205, Edmonton.

   Description of trade jurisdiction:

   "The erection, construction and furring of brackets, clips, hangers, wood, wire and metal lathe and plasterboard, and all materials to which acoustical material is adhered; the fastening of lathe; the erection of mechanical acoustical systems and metal plastering accessories."

   Territory:

   "That portion of the Province of Alberta, north of the south boundary line of Township 37, east and west to the borders of the Province."

   Refused February 1, 1973, not a majority selection.

* * * * * *

3. The Alberta Construction Labour Relations Association, Edmonton and the International Union of Operating Engineers, Local 955, Edmonton.

   Description of trade jurisdiction:

   "Operating Engineers work including the operation, service, maintenance, assembling and dismantling of all hoisting and portable machines, boilers and engines used for construction purposes."

   Territory:

   "The Province of Alberta."

   Refused January 24, 1973, application withdrawn by A.C.L.R.A.

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THE ALBERTA LABOUR ACT

DISPUTES PENDING AT CONCILIATION

OFFICER STAGE AS AT JANUARY 1, 1973

DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER
A- 51-72	A-162-72	A-169-72	A-172-72
A-118-72	A-163-72	A-170-72	A-173-72
A-155-72	A-164-72	A-171-72	A-174-72
A-161-72	A-168-72		

NOTE: Disputes are numbered in the order that they are received, starting January 1 of each year. Full details of each dispute are given in the Quarter in which it arises and only the Dispute Number is shown thereafter until it is settled or reaches some other stage of bargaining.

Dispute Number by Quarter:
First Quarter - A-1-73 to A-107-73

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APPOINTMENT OF CONCILIATION OFFICER

TO DISPUTES ARISING DURING THE PERIOD

JANUARY 1, 1973 TO MARCH 31, 1973

DISPUTE	CONCILIATOR
1. A-1-73 The International Union of Electrical, Radio & Machine Workers, Local 586, Lethbridge and Automatic Electric (Canada) Limited, Lethbridge.	W.M. PANGRASS
* * * * * *	
2. A-2-73 The International Brotherhood of Electrical Workers, Local 254, Calgary and Calgary Power Ltd., Calgary.	L.Y. TAYLOR
* * * * * *	
3. A-3-73 The Service Employees International Union, Local 323A, Edmonton and Central Park Lodges of Canada, Edmonton.	C.T.A. HUTCHINGS
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4. A-4-73 The General Teamsters, Local 362, Edmonton and Northern Gravel Products Ltd., Edmonton.	C.T.A. HUTCHINGS
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	DISPUTE	CONCILIATOR
5.	A-5-73 The Alberta Association of Registered Nurses, Edmonton and The Alberta Hospital Association.	T.T. GROTHEN
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6.	A-6-73 The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Wetaskiwin Foods Ltd., Lethbridge.	W.M. PANGRASS
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7.	A-7-73 The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Horne & Pitfield Foods Limited, Edmonton.	W.M. PANGRASS
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8.	A-8-73 The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Parkdale I.G.A. (Qualitierre Holdings Ltd.) Calgary.	W.M. PANGRASS
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9.	A-9-73 The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Medicine Hat I.G.A. Foods Limited (Taylor's I.G.A. Foodliner) Medicine Hat.	W.M. PANGRASS
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10.	A-10-73 The Retail Clerks' International Association, Local 401, Edmonton and Edmonton Co-operative Association Limited, Edmonton.	C.T.A. HUTCHINGS
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11.	A-11-73 The International Union of Operating Engineers, Local 955, Calgary and Pinetree Equipment Rentals, Lethbridge.	W.M. PANGRASS
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12.	A-12-73 The Alberta Teachers' Association and Medicine Hat R.C. Separate School District No. 21, Medicine Hat.	T.T. GROTHEN
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13.	A-13-73 The International Molders & Allied Workers Union, Local 360, Calgary and Barber Industries, Calgary.	I.J. FLYNN
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	DISPUTE	CONCILIATOR
14.	A-14-73 The Canadian Union of Public Employees, Local 829, Medicine Hat and Medicine Hat School District #76, Medicine Hat.	I.J. FLYNN
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15.	A-15-73 The Canadian Union of Public Employees, Local 829, Medicine Hat and Medicine Hat R.C. Separate School District No. 21, Medicine Hat.	I.J. FLYNN
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16.	A-16-73 The Canadian Union of Public Employees, Local 37, Calgary and County of Vulcan No. 2, Vulcan.	W.M. PANGRASS
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17.	A-17-73 The Retail Clerks' Union, Local 401, Edmonton and MacDonalds Consolidated Limited, Edmonton.	T.T. GROTHEN
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18.	A-18-73 The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited (Ice Cream Dept.) Edmonton.	T.T. GROTHEN
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19.	A-19-73 The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited (Egg Dept.) Edmonton.	T.T. GROTHEN
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20.	A-20-73 Calgary Printing Syndicate and Paper Products Union, Local 595, Calgary and Continental Can Company Ltd., Calgary.	I.J. FLYNN
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21.	A-21-73 The Canadian Union of Public Employees, Local 290, Lethbridge and Lethbridge School District #51, Lethbridge.	I.J. FLYNN
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22.	A-22-73 The Canadian Union of Public Employees, Local 290, Lethbridge and Lethbridge Catholic Separate School District No. 9, Lethbridge.	I.J. FLYNN
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23.	A-23-73 The Canadian Union of Public Employees, Local 41, Edmonton and Royal Alexandra Hospital, Edmonton.	C.T.A. HUTCHINGS
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	DISPUTE	CONCILIATOR
24.	A-24-73 The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited, Grande Prairie.	C.T.A. HUTCHINGS
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25.	A-25-73 The Canadian Union of Public Employees, Local 843, Edmonton and Town of Fort Saskatchewan, Fort Saskatchewan.	C.T.A. HUTCHINGS
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26.	A-26-73 The Construction and General Workers' Union, Local 1111, Calgary and Alberta Construction Labour Relations Association (Labourers' Trade Division), Edmonton.	W.M. PANGRASS
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27.	A-27-73 The Amalgamated Meat Cutters & Butcher Workmen of North America, Local P280B, Edmonton and Edmonton Cold Storage Company (Division of Doric Investment Ltd.) Edmonton.	J.H. PETERS
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28.	A-28-73 The Camrose City Police Association, Camrose and The City of Camrose, Camrose.	C.T.A. HUTCHINGS
	* * * * * *	
29.	A-29-73 The United Association of Journeymen & Apprentices of the Plumbing and Pipefitting Industry, Local 496, Calgary and Mechanical Contractors Association, Calgary District, Calgary.	I.J. FLYNN
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30.	A-30-73 The Bricklayers, Masons, Marble Masons, Tile Layers & Terrazzo Workers, Local 1, Edmonton and Alberta Construction Labour Relations Association (Bricklaying Trade Division), Edmonton.	H.N. GRAHAM
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31.	A-31-73 The Bricklayers, Masons, Marble Masons, Tile Layers & Terrazzo Workers, Local 2, Calgary and Alberta Construction Labour Relations Association (Bricklaying Trade Division), Edmonton.	H.N. GRAHAM
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32.	A-32-73 The Bricklayers, Masons, Marble Masons, Tile Layers & Terrazzo Workers, Local 3, Lethbridge and Alberta Construction Labour Relations Association (Bricklaying Trade Division), Edmonton.	H.N. GRAHAM
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	DISPUTE	CONCILIATOR
33.	A-33-73 The Calgary Typographical Union, Local 449, Calgary and Albertan Job Press Ltd., Calgary.	W.M. PANGRASS
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34.	A-34-73 The Calgary Typographical Union, Local 449, Calgary and Alcraft Printing Co., Limited, Calgary.	W.M. PANGRASS
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35.	A-35-73 The Calgary Typographical Union, Local 449, Calgary and McAra Printing Limited, Calgary.	W.M. PANGRASS
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36.	A-36-73 The Calgary Typographical Union, Local 449, Calgary and Foothills Printers Limited, Calgary.	W.M. PANGRASS
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37.	A-37-73 The Calgary Typographical Union, Local 449, Calgary and West Printing Company Ltd., Calgary.	W.M. PANGRASS
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38.	A-38-73 The Calgary Typographical Union, Local 449, Calgary and Western Printing & Lithographing Company Limited, Calgary.	W.M. PANGRASS
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39.	A-39-73 The Calgary Typographical Union, Local 449, Calgary and Miller Printing Limited, Calgary.	W.M. PANGRASS
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40.	A-40-73 The Calgary Typographical Union, Local 449, Calgary and Commercial Printers (Calgary) Limited, Calgary.	W.M. PANGRASS
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41.	A-41-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Albertan Job Press Ltd., Calgary.	W.M. PANGRASS
	* * * * * *	
42.	A-42-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Miller Printing Limited, Calgary.	W.M. PANGRASS
	* * * * * *	

	DISPUTE	CONCILIATOR
43.	A-43-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Western Printing & Lithographing Co. Ltd., Calgary.	W.M. PANGRASS
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44.	A-44-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and West Printing Co., Limited, Calgary.	W.M. PANGRASS
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45.	A-45-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Commercial Printers (Calgary) Limited, Calgary.	W.M. PANGRASS
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46.	A-46-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Continuous Forms (Alberta) Ltd., Calgary.	W.M. PANGRASS
	* * * * * *	
47.	A-47-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Foothill Printers Limited, Calgary.	W.M. PANGRASS
	* * * * * *	
48.	A-48-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and McAra Printing Limited, Calgary.	W.M. PANGRASS
	* * * * * *	
49.	A-49-73 The Edmonton Police Association, Edmonton and The Board of Police Commissioners of the City of Edmonton, Edmonton.	T.T. GROTHEN
	* * * * * *	
50.	A-50-73 The Alberta Teachers' Association, Edmonton and Elk Island School Authorities, Leduc.	T.T. GROTHEN
	* * * * * *	
51.	A-51-73 The Alberta Teachers' Association, Edmonton and Northern Alberta School Authorities Association, Valleyview.	C.T.A. HUTCHINGS
	* * * * * *	
52.	A-52-72 The Retail Clerks' Union, Local 401, Edmonton and Western Grocers, Division of Westfair Foods, Edmonton.	J.H. PETERS
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	DISPUTE	CONCILIATOR
53.	A-53-73 The Canadian Union of Public Employees, Local 812, Lethbridge and Crowsnest Pass School Division No. 63, Blairmore.	I.J. FLYNN
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54.	A-54-73 The United Paperworkers International Union, Local 539, Calgary and Daymond Limited, Calgary.	W.M. PANGRASS
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55.	A-55-73 The International Union of Operating Engineers, Local 955, Edmonton and Alberta Construction Labour Relations Association (Crane Owners' Trade Division) Edmonton.	H.J.H. LIBKE
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56.	A-56-73 The International Union of Operating Engineers, Local 955, Edmonton and Alberta General Contractors Association, represented by A.C.L.R.A., Edmonton.	H.J.H. LIBKE
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57.	A-57-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and MacDonalds Consolidated Limited (Wholesale Grocery Warehouse & Distributors), Medicine Hat.	L.Y. TAYLOR
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58.	A-58-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and MacDonalds Consolidated Limited (Wholesale Grocery Warehouse & Distributors), Lethbridge.	L.Y. TAYLOR
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59.	A-59-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and MacDonalds Consolidated Limited (Wholesale Grocery Warehouse & Distributors), Calgary.	L.Y. TAYLOR
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60.	A-60-73 The Canadian Union of Public Employees, Local 70, Lethbridge and Town of Cardston, Cardston.	L.Y. TAYLOR
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61.	A-61-73 The Construction & General Workers Union, Local 1111, Calgary and Kenwood Engineering Construction Ltd., Lethbridge.	W.M. PANGRASS
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	DISPUTE	CONCILIATOR
62.	A-62-73 The Construction & General Workers Union, Local 1111, Calgary and Gillet Construction, Lethbridge.	W.M. PANGRASS
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63.	A-63-73 The Construction & General Workers Union, Local 1111, Calgary and Dorigatti Construction Ltd., Lethbridge.	W.M. PANGRASS
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64.	A-64-73 The Construction & General Workers Union, Local 1111, Calgary and Westbridge Construction Ltd., Lethbridge.	W.M. PANGRASS
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65.	A-65-73 The Construction & General Workers Union, Local 1111, Calgary and Boychuk Construction (Sask.) Ltd., Lethbridge.	W.M. PANGRASS
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66.	A-66-73 The General Teamsters, Local 362, Calgary and Pioneer Paving Ltd., Calgary.	I.J. FLYNN
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67.	A-67-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and Chinook Beverages Limited, Lethbridge.	W.M. PANGRASS
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68.	A-68-73 The Cresote & Miscellaneous Employees, Teamsters, Local 658, Calgary and Trans Canada Freezers Limited, Lethbridge.	L.Y. TAYLOR
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69.	A-69-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and W.E. Hymas Co. Ltd., Calgary.	L.Y. TAYLOR
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70.	A-70-73 The Calgary Power Employees' Association, Calgary and Calgary Power Ltd., Calgary.	L.Y. TAYLOR
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71.	A-71-73 The Canadian Union of Public Employees, Local 520, Calgary and Calgary Roman Catholic Separate School District No. 1, Calgary.	I.J. FLYNN
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	DISPUTE	CONCILIATOR
72.	A-72-73 The Canadian Union of Public Employees, Local 40, Calgary and Calgary School District No. 19, Calgary.	I.J. FLYNN
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73.	A-73-73 The Canadian Union of Public Employees, Local 1368, Edmonton and The University of Alberta Students' Union.	C.T.A. HUTCHINGS
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74.	A-74-73 The Medicine Hat Police Association, Medicine Hat and The City of Medicine Hat, Medicine Hat.	L.Y. TAYLOR
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75.	A-75-73 The Sovereign Castings Employees' Association, Calgary and Sovereign Castings Ltd., Calgary.	I.J. FLYNN
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76.	A-76-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and National Marble & Tile Ltd., Edmonton.	T.T. GROTHEN
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77.	A-77-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and H. Clark Seamless Flooring Ltd., Edmonton.	T.T. GROTHEN
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78.	A-78-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Empire Marble & Tile Ltd., Edmonton.	T.T. GROTHEN
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79.	A-79-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Quality Tile Co. Ltd., Edmonton.	T.T. GROTHEN
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80.	A-80-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and A.E. Robinson Tile, Edmonton.	T.T. GROTHEN
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	DISPUTE	CONCILIATOR
81.	A-81-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Ideal Tile Ltd., Edmonton.	T.T. GROTHEN
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82.	A-82-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Reeson Tile and Terrazzo Ltd., Edmonton.	T.T. GROTHEN
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83.	A-83-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Associated Tile and Terrazzo Ltd., Edmonton.	T.T. GROTHEN
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84.	A-84-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Columbia Tile & Terrazzo Ltd., Edmonton.	T.T. GROTHEN
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85.	A-85-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Marvel Tile & Ceramics Ltd.	T.T. GROTHEN
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86.	A-86-73 The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited, In Store Bakery, Camrose.	J.H. PETERS
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87.	A-87-73 The Sullivan Lake School Bus Drivers Association, Hanna and Sullivan Lake School Division No. 9, Hanna.	L.Y. TAYLOR
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88.	A-88-73 The International Woodworkers of America, Local 1-207, Hinton and North Western Pulp & Power Ltd., Hinton.	T.T. GROTHEN
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89.	A-89-73 The United Glass and Ceramic Workers of North America, Local 208, Edmonton and Northwest Brick and Tile Company Limited, Edmonton.	J.H. PETERS
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	DISPUTE	CONCILIATOR
90.	A-90-73 The Sheet Metal Workers International Association, Local 254, Calgary and F. Neilson & Son Ltd., Calgary.	W.M. PANGRASS
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91.	A-91-73 The Sheet Metal Workers International Association, Local 254, Calgary and Alberta Construction Labour Relations Association representing certain employers.	W.M. PANGRASS
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92.	A-92-73 The Construction & General Workers, Local 1111, Calgary and Borger Utility Contractors Ltd., Calgary.	W.M. PANGRASS
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93.	A-93-73 The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers Subordinate Union, Local 2, Calgary and Adanac Tile & Marble Co. Ltd., Calgary.	H.N. GRAHAM
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94.	A-94-73 The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers Subordinate Union, Local 2, Calgary and Alberta Marble & Tile Co. Ltd., Calgary.	H.N. GRAHAM
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95.	A-95-73 The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers Subordinate Union, Local 2, Calgary and Hingley Terrazzo & Tile Ltd., Calgary.	H.N. GRAHAM
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96.	A-96-73 The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers Subordinate Union, Local 2, Calgary and Flesher Marble & Tile (1962) Ltd., Calgary.	H.N. GRAHAM
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97.	A-97-73 The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers Subordinate Union, Local 2, Calgary and Porter Tile & Marble Ltd., Calgary.	H.N. GRAHAM
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98.	A-97A-73 The Bricklayers, Masons, Marble Masons, Tilelayers & Terrazzo Workers Subordinate Union, Local 2, Calgary and McDonald Granite Co. (1965) Ltd., Calgary	H.N. GRAHAM
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	DISPUTE	CONCILIATOR
99.	A-98-73 The International Union of Operating Engineers, Local 955, Edmonton and St. Michael's General Hospital, Lethbridge.	L.Y. TAYLOR
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100.	A-99-73 The International Union of Operating Engineers, Local 955, Edmonton and Lethbridge Municipal Hospital, Lethbridge.	L.Y. TAYLOR
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101.	A-100-73 The Graphic Arts International Union, Local 503, Calgary and The Albertan (A Division of F.P. Publications Ltd.), Calgary.	I.J. FLYNN
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102.	A-101-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 981, Calgary and Central Alberta Dairy Pool (Alpha Milk Condensary & Creamery), Red Deer.	C.T.A. HUTCHINGS
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103.	A-102-73 The Wood, Wire & Metal Lathers' International Union, Local 221, Calgary and Alberta Construction Labour Relations Association (Lathing (Calgary) Trade Division), Calgary.	I.J. FLYNN
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104.	A-103-73 The International Union of United Brewery, Flour, Cereal, Soft Drink & Distillery Workers of America, Local 250, Edmonton and Labatt's Alberta Brewery Limited, Edmonton.	C.T.A. HUTCHINGS
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105.	A-104-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and Scott National Company Limited, Calgary.	L.Y. TAYLOR
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106.	A-105-73 The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and Scott National Company Limited, Medicine Hat.	L.Y. TAYLOR
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107.	A-106-73 The Alberta Strip Miners' Union, Local 1595, Wabamun and Manalta Coal Ltd., Wabamun.	J.H. PETERS
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108.	A-107-73 The Service Employees International Union, Local 323A, Edmonton and Misericordia Hospital, Edmonton.	T.T. GROTHEN
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SYNOPSIS OF DISPUTES SETTLED

AT CONCILIATION OFFICER STAGE

JANUARY 1, 1973 TO MARCH 31, 1973

DISPUTE — CONCILIATOR

1. A-161-72
The International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union 776, Edmonton and Collins Steel Products Ltd., Edmonton. — C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:

	Nov. 1/72	June 1/73
Crew Leader	$4.85	$5.26
Fitter I	4.41	4.78
Welder I	4.41	4.78
Fitter II	4.20	4.56
Welder II	4.20	4.56
Detail Man	4.00	4.30
Joist Assembler	4.09	4.44
Painter	3.88	4.22
Machine Operator	3.83	4.17
Truck Driver	3.98	4.32
Fitter Helper	3.78	4.12
Labourer	3.43	3.77
Welder Apprentice 1st 6 months	3.78	4.12
2nd 6 months	3.86	4.20
3rd 6 months	3.93	4.27
4th 6 months	4.00	4.34
Fitter Trainee 1st 6 months	3.90	4.23
2nd 6 months	4.05	4.39

Shift Differential: second shift - 25¢ per hour
third shift - 25¢ per hour

2. Vacation Pay:
Under 5 years service - 4½%
Over 5 years service - 6½%

3. Statutory Holidays:
New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Rememberance Day, Christmas Day, Boxing Day.

4. Hours of Work:
40 hours per week, 8 hour day Monday through Friday.

5. Term of Agreement:
June 1, 1972 to May 31, 1974 (two years)

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2. A-170-72
The International Moulders & Allied Workers Union, Local 371, Edmonton and Barber Machinery Company Limited, Edmonton. — T.T. GROTHEN

DISPUTE CONCILIATOR

BASIS OF SETTLEMENT:

1. Wages:

	Nov. 4/71	Nov. 4/72	July 1/73	Feb. 1/74
Trainee Helper	$2.81/hr.	$3.10/hr.	$3.30/hr.	$3.50/hr.
Helper	$2.97/hr.	$3.28/hr.	$3.48/hr.	$3.68/hr.
Production Machinist				
Class A	$3.98/hr.	$4.58/hr.	$4.84/hr.	$5.10/hr.
Class B	$3.63/hr.	$4.20/hr.	$4.50/hr.	$4.80/hr.
Apprentice	$2.84/hr.	$3.12/hr.	$3.32/hr.	$3.52/hr.
Machinist				
Journeyman	$4.48/hr.	$5.00/hr.	$5.20/hr.	$5.40/hr.
Class A	$4.03/hr.	$4.44/hr.	$4.64/hr.	$4.84/hr.
Class B	$3.74/hr.	$4.12/hr.	$4.32/hr.	$4.54/hr.
Apprentice	$2.61/hr.	$2.88/hr.	$3.08/hr.	$3.28/hr.
Prod. Bench Worker				
Journeyman	$3.86/hr.	$4.34/hr.	$4.64/hr.	$4.84/hr.
Class A	$3.57/hr.	$4.02/hr.	$4.32/hr.	$4.52/hr.
Class B	$3.29/hr.	$3.72/hr.	$4.02/hr.	$4.22/hr.
Class C	$3.06/hr.	$3.46/hr.	$3.66/hr.	$3.76/hr.
Welder				
Journeyman 1st Cl.	$4.14/hr.	$4.55/hr.	$4.80/hr.	$5.05/hr.
Journeyman 2nd Cl.	$3.86/hr.	$4.24/hr.	$4.44/hr.	$4.70/hr.
Apprentice	$2.55/hr.	$2.80/hr.	$3.00/hr.	$3.20/hr.
Valve Repairman				
Journeyman	$3.86/hr.	$4.34/hr.	$4.64/hr.	$4.84/hr.
Class A	$3.52/hr.	$3.98/hr.	$4.28/hr.	$4.52/hr.
Class B	$3.29/hr.	$3.72/hr.	$4.02/hr.	$4.22/hr.
Class C	$3.06/hr.	$3.46/hr.	$3.76/hr.	$3.76/hr.
Plater				
Journeyman	$3.86/hr.	$4.34/hr.	$4.64/hr.	$4.84/hr.
Class A	$3.57/hr.	$4.02/hr.	$4.32/hr.	$4.52/hr.
Class B	$3.29/hr.	$3.72/hr.	$4.02/hr.	$4.22/hr.
Class C	$3.06/hr.	$3.46/hr.	$3.66/hr.	$3.76/hr.
Oilfield Machinery Mechanic				
Journeyman	$4.20/hr.	$4.62/hr.	$4.82/hr.	$5.04/hr.
Class A	$3.79/hr.	$4.17/hr.	$4.38/hr.	$4.58/hr.
Class B	$3.52/hr.	$3.88/hr.	$4.08/hr.	$4.28/hr.
Class C	$3.23/hr.	$3.55/hr.	$3.75/hr.	$3.95/hr.
Heavy Duty Mechanic				
Journeyman	$4.03/hr.	$4.44/hr.	$4.64/hr.	$4.84/hr.
Class A	$3.74/hr.	$4.12/hr.	$4.32/hr.	$4.52/hr.
Class B	$3.46/hr.	$3.80/hr.	$4.00/hr.	$4.20/hr.
Class C	$3.18/hr.	$3.50/hr.	$3.70/hr.	$3.90/hr.
Apprentice	$2.55/hr.	$2.80/hr.	$3.00/hr.	$3.20/hr.
Maintenance Mechanic				
Journeyman	$4.15/hr.	$4.56/hr.	$4.76/hr.	$4.96/hr.
Class A	$3.74/hr.	$4.12/hr.	$4.32/hr.	$4.52/hr.
Class B	$3.46/hr.	$3.80/hr.	$4.00/hr.	$4.20/hr.
Class C	$3.18/hr.	$3.50/hr.	$3.70/hr.	$3.90/hr.
Diesel & Gas Engine Mechanic				
Journeyman	$4.20/hr.	$4.62/hr.	$4.82/hr.	$5.04/hr.
Class A	$3.79/hr.	$4.17/hr.	$4.38/hr.	$4.58/hr.
Class B	$3.52/hr.	$3.88/hr.	$4.08/hr.	$4.28/hr.
Class C	$3.18/hr.	$3.50/hr.	$3.70/hr.	$3.90/hr.

Tool Crib & Storeman				
Class A	$3.54/hr.	$4.00/hr.	$4.30/hr.	$4.50/hr.
Class B	$3.35/hr.	$3.80/hr.	$4.00/hr.	$4.20/hr.
Class C	$3.12/hr.	$3.54/hr.	$3.74/hr.	$3.94/hr.
Shipper				
Class A	$3.46/hr.	$3.80/hr.	$4.10/hr.	$4.30/hr.
Class B	$3.35/hr.	$3.68/hr.	$3.88/hr.	$4.08/hr.
Class C	$3.12/hr.	$3.44/hr.	$3.64/hr.	$3.84/hr.
Truck Driver				
Class A	$3.40/hr.	$3.74/hr.	$3.94/hr.	$4.14/hr.
Class B	$3.23/hr.	$3.55/hr.	$3.75/hr.	$3.95/hr.
Class C	$2.95/hr.	$3.25/hr.	$3.45/hr.	$3.65/hr.
Tool Grinder				
Class A	$3.86/hr.	$4.44/hr.	$4.70/hr.	$4.90/hr.
Class B	$3.57/hr.	$3.92/hr.	$4.12/hr.	$4.32/hr.
Class C	$3.29/hr.	$3.60/hr.	$3.80/hr.	$4.00/hr.

Starting rates for all trades - If an Alberta Journeyman certificate is presented, minimum starting rate will be one classification level below journeyman. At end of probationary period, a workman's performance will be appraised and his wage rate will be adjusted accordingly.

2. Shift Differential:

Shift Differential:	Previous	Jan. 18/73	Nov. 4/73
Afternoon Shift	15¢	20¢	25¢
Night Shift	20¢	25¢	30¢
Field Work	25¢	30¢	35¢
Gas & Aluminum Welding	10¢	20¢	25¢
Pressure Welding	30¢	40¢	50¢
Spray Fusing	10¢	20¢	30¢

3. Seniority:
An employee shall lose all seniority rights under the following circumstances:
- If he fails to report to work within 48 hours after a leave of absence has expired without good and just reason;
- If he has been receiving long term disability payments for a period of six months;
- Employees shall lose classification and plant wide seniority but will retain accumulated vacation seniority rights if two years employment is lost as a result of sichness or accident recognized by the Workmen's Compensation Board.

4. Term of Agreement:
November 1, 1972 to October 31, 1974 (two years)

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3. A-171-72
The United Brotherhood of Carpenters & Joiners of America, Local 2508, Calgary and Stoy Concrete Products Ltd., Calgary. L.Y. TAYLOR

BASIS OF SETTLEMENT:

1. Wages:

Wages:	Previous	Dec. 1/72	June 1/73	Dec. 1/73	June 1/74
Low	$3.18/hr.	$3.33/hr.	$3.53/hr.	$3.73/hr.	$3.88/hr.
High	$4.25/hr.	$4.40/hr.	$4.60/hr.	$4.80/hr.	$4.95/hr.

(general across the board increase)

DISPUTE CONCILIATOR

2. Vacation Pay:
3 weeks after 5 years service.
Those employees entitled to 3 weeks vacation are to receive 6% of regular earnings if employment is terminated.

3. Miscellaneous:
Bereavement leave - death in family 3 days leave with pay.

4. Term of Agreement:
December 1, 1972 to November 30, 1974 (two years)

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4. A-174-72
The Canadian Union of Public Employees, Local 1032, Calgary and Town of Brooks, Brooks. W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Jan. 1/72	Jan. 1/73	Jan. 1/74
Low	$2.07/hr.	$2.21/hr. (7%)	$2.36/hr. (7%)
High	$2.88/hr.	$3.08/hr. (7%)	$3.30/hr. (7%)

2. Hours of Work:
Effective July 1, 1973: 40 hour week.

3. Term of Agreement:
January 1, 1973 to December 31, 1974 (two years)

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5. A-1-73
The International Union of Electrical, Radio & Machine Workers, Local 586, Lethbridge and Automatic Electric (Canada) Limited, Lethbridge. W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Feb. 2/72	Feb. 2/73	Feb. 1/74
Classifications 980, 983, 985, 990 & 995			
Low	$1.85/hr.	$2.01/hr.	$2.15/hr.
High	$2.31/hr.	$2.47/hr.	$2.61/hr.
Classifications 960, 970 & 979			
Low	$2.37/hr.	$2.58/hr.	$2.75/hr.
High	$2.90/hr.	$3.11/hr.	$3.28/hr.

Those at top of each range: Effective Feb. 2/73 - 18¢ per hour increase.

2. Term of Agreement:
February 3, 1973 to February 2, 1975 (two years)

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DISPUTE — CONCILIATOR

6. A-4-73
The General Teamsters, Local 362, Edmonton and Northern Gravel Products Ltd., Edmonton. — C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:

	3 Axle	4 Axle	5 Axle
January 1, 1973	$4.25/hr.	$4.30/hr.	$4.40/hr.
January 1, 1974	$4.65/hr.	$4.70/hr.	$4.80/hr.

2. Term of Agreement:
January 1, 1973 to December 31, 1975 (two years)

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7. A-6-73
The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Wetaskiwin Foods Ltd., Lethbridge. — W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Effective on Expiry Date	Date of Signing	12 months	18 months
Low	$2.52/hr.	$2.72/hr.		$2.92/hr.	$3.02/hr.
High	$4.47/hr.	$4.93/hr.	$4.98/hr.	$5.33/hr.	$5.63/hr.

2. Vacation Pay:
4 weeks after 10 years; 5 weeks after 19 years; 6 weeks after 25 years.

3. Hours of Work:
Accumulate 1 hour for each work week completed until 8 hours accumulated, then receive one day off.

4. Miscellaneous:
Health and Welfare - Employer 60%, Employee 40%.
Pension Plan - increases by 2¢ per hour in 1973 and 2¢ per hour in 1974.
Dental Plan - Introduction of Retail Dental Plan.

5. Term of Agreement:
May 31, 1973 to May 30, 1975 (two years)

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8. A-7-73
The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Horne & Pitfield Foods Limited (Oakridge I.G.A., Redcliff Foods Ltd., Stettler Supermarket Ltd. and Northland Foods Ltd.), Edmonton. — W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous:	Effective on Expiry Date	Date of Signing	12 months	18 months
Low	$2.52/hr.	$2.72/hr.		$2.92/hr.	$3.02/hr.
High	$4.47/hr.	$4.93/hr.	$4.98/hr.	$5.33/hr.	$5.63/hr.

2. Vacation Pay:
4 weeks after 10 years; 5 weeks after 19 years; 6 weeks after 25 years.

DISPUTE CONCILIATOR

3. Hours of Work:
Accumulate 1 hour for each work week completed until 8 hours accumulated, then receive one day off.

4. Miscellaneous:
Health and Welfare - Employer 60%, Employee 40%.
Pension Plan - increases by 2¢ per hour in 1973 and 2¢ per hour in 1974.
Dental Plan - Introduction of Retail Dental Plan.

5. Term of Agreement:
Oakridge I.G.A. - October 25, 1972 to October 24, 1975 (three years)
Redcliff Foods Ltd. - October 25, 1972 to October 24, 1975 (three years)
Stettler Supermarket Ltd. - October 25, 1972 to October 24, 1975 (three years)
Northland Foods Ltd. - November 12, 1972 to November 11, 1975 (three years)

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9. A-8-73
The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and Parkdale I.G.A. (Qualitierre Holdings Ltd.), Calgary. W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Dec. 7/72	Date of Signing	Dec. 7/73	June 7/7
Low	$2.29/hr.	$2.40/hr.		$2.60/hr.	$2.70/h
High	$4.47/hr.	$4.93/hr.	$4.98/hr.	$5.33/hr.	$5.63/h

2. Vacation Pay:
4 weeks after 10 years; 5 weeks after 19 years; 6 weeks after 25 years.

3. Hours of Work:
Accumulate 1 hour for each work week completed until 8 hours accumulated, then receive one day off.

4. Miscellaneous:
Health and Welfare - Employer 60%, Employee 40%.
Pension Plan - increases by 2¢ per hour in 1973 and 2¢ per hour in 1974.
Dental Plan - Introduction of Retail Dental Plan.

5. Term of Agreement:
December 6, 1972 to December 5, 1974 (two years)

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10. A-9-73
The Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373, Calgary and Medicine Hat I.G.A. Foods Limited (Taylors I.G.A. Foodliner), Medicine Hat. W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Dec. 7/72	Date of Signing	Dec. 7/73	June 7/
Low	$2.29/hr.	$2.40/hr.		$2.60/hr.	$2.70/
High	$4.47/hr.	$4.93/hr.	$4.98/hr.	$5.33/hr.	$5.63/

2. Vacation Pay:
4 weeks after 10 years; 5 weeks after 19 years; 6 weeks after 25 years.

3. Hours of Work:
Accumulate 1 hour for each work week completed until 8 hours accumulated, then receive one day off.

4. Miscellaneous:
Health and Welfare - Employer 60%, Employee 40%.
Pension Plan - increases by 2¢ per hour in 1973 and 2¢ per hour in 1974.
Dental Plan - Introduction of Retail Dental Plan.

5. Term of Agreement:
December 6, 1972 to December 5, 1974 (two years)

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11. A-14-73
The Canadian Union of Public Employees, Local 829, Medicine Hat and Medicine Hat School District No. 76, Medicine Hat. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages: (across the board)

	Jan. 1/73	Oct. 1/73	Mar. 1/74	Aug. 1/74
Typist Clerk I				
Low	$275/mo.	$290/mo.	$315/mo.	$330/mo.
High	$375/mo.	$390/mo.	$415/mo.	$430/mo.
Typist Clerk II				
Low	$307/mo.	$322/mo.	$347/mo.	$362/mo.
High	$440/mo.	$455/mo.	$480/mo.	$495/mo.
Clerk Steno				
Low	$360/mo.	$375/mo.	$400/mo.	$415/mo.
High	$510/mo.	$525/mo.	$550/mo.	$565/mo.

2. Vacation Pay:
Effective 1973: 3 weeks after 2 years service.
4 weeks after 12 years service.

3. Term of Agreement:
January 1, 1973 to December 31, 1974 (two years)

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12. A-16-73
The Canadian Union of Public Employees, Local 37, Calgary and County of Vulcan No. 2, Vulcan. W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	1972	Jan. 1/1973	Jan. 1/1974
Administration Office			
Low	$323/mo.	$355.30/mo.	$390.99/mo.
High	$430/mo.	$473.00/mo.	$520.30/mo.
Repair Shop			
Low	$544/mo.	$3.20/hr.	$3.52/hr.
High	$652/mo.	$3.76/hr.	$4.14/hr.

DISPUTE CONCILIATOR

Road Construction			
Low	$2.40/hr.	$2.64/hr.	$2.90/hr.
High	$3.30/hr.	$3.63/hr.	$3.99/hr.
Road Maintenance			
Low	$2.50/hr.	$2.75/hr.	$3.02/hr.
High	$3.00/hr.	$3.30/hr.	$3.63/hr.
School Janitors			
Low	$328/mo.	$327/mo.	$353/mo.
High	$579/mo.	$637/mo.	$688/mo.

2. Term of Agreement:
January 1, 1973 to January 1, 1975 (two years)

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13. A-20-73
The Calgary Printing Specialties and Paper Products Union, Local 595, Calgary and Continental Can Company Ltd., Calgary. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

	Previous	March 1, 1973
Low	$3.25/hr.	$3.60/hr.
High	$4.09/hr.	$4.44/hr.

Severance Pay - Written up-to-date clarification of severance pay in relation to Calgary Plant, should said plant be closed down on a permanent basis, and benefits due employees under S.U.B. Program. Clarification to be supplied to each employee within 30 days of the signing of the agreement.

2. Miscellaneous:
Pension Plan - increase payments from $6.50 to $7.00.

3. Term of Agreement:
March 1, 1973 to February 28, 1974 (one year)

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14. A-24-73
The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited, Grande Prairie. C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:

Jan. 22/73	Dec. 14/73	June 17/74
7%	7%	6%

2. Vacation Pay:
5 weeks after 19 years service.

3. Miscellaneous:
Night shopping premium increased to 25¢ per hour.

4. Term of Agreement:
January 18, 1973 to December 8, 1974 (23 months)

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DISPUTE | CONCILIATOR

15. A-30-73
The Bricklayers, Masons, Marble Masons, Tile Layers & Terrazzo Workers, Local 1, Edmonton and Alberta Construction Labour Relations Association (Bricklaying Trade Division), Edmonton. — H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74	Mar. 1/75
Journeyman -	$6.10/hr.	$6.40/hr.	$6.70/hr.	$6.95/hr.	$7.20/hr.	$7.35/hr.

2. Miscellaneous:
Wage Guarantee - Security of wages - in ratio to number of employees.
Language changes.

3. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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16. A-31-73
The Bricklayers, Masons, Marble Masons, Tile Layers & Terrazzo Workers, Local 2, Calgary and Alberta Construction Labour Relations Association (Bricklaying Trade Division), Edmonton. — H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74	Mar. 1/75
Journeyman -	$6.10/hr.	$6.40/hr.	$6.70/hr.	$6.95/hr.	$7.20/hr.	$7.35/hr.

2. Miscellaneous:
Wage Guarantee - Security of wages - in ratio to number of employees.
Language changes.

3. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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17. A-32-73
The Bricklayers, Masons, Marble Masons, Tile Layers & Terrazzo Workers, Local 3, Lethbridge and Alberta Construction Labour Relations Association (Bricklaying Trade Division), Edmonton. — H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74	Mar. 1/75
Journeyman -	$6.10/hr.	$6.40/hr.	$6.70/hr.	$6.95/hr.	$7.20/hr.	$7.35/hr.

2. Miscellaneous:
Wage Guarantee - Security of wages - in ratio to number of employees.
Language changes.

3. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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DISPUTE | CONCILIATOR

18. A-49-73
The Edmonton Police Association, Edmonton and The Board of Police Commissioners of the City of Edmonton, Edmonton. — T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
Effective January 7, 1973 - Constable and Policewoman rates increased by 10½%. Percentage formula for determining rates for other classifications remains the same.

2. Shift Differential:
Increased from 15¢ per hour to 17¢ per hour.

3. Vacation Pay:

Calendar years of Service	No. of Working Days Vacation Entitlement
3 to 13	15
14 to 24	20
25 and over	25 (effective Jan. 1/73)
24 and over	25 (effective Jan. 1/74)
23 and over	25 (effective Jan. 1/75)
22 and over	25 (effective Jan. 1/76)
21 and over	25 (effective Jan. 1/77)

4. Temporary Change of Duty:
Patrol Division to receive a position in a senior capacity during a six month period without extra remuneration, until they have accumulated five working days.

5. Term of Agreement:
January 1, 1973 to December 31, 1973 (one year)

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19. A-69-73
The Driver Salesmen, Plant, Warehouse & Cannery Employees, Local 987, Calgary and W.E. Hymas Co. Ltd., Calgary. — L.Y. TAYLOR

BASIS OF SETTLEMENT:

1. Wages:

	Previous	March 1/73
Head Warehouseman & Driver	$2.25/hr.	$2.75/hr.
Reg. Warehouseman & Driver	$2.10/hr.	$2.55/hr.
Warehouseman	$2.10/hr.	$2.45/hr.
Helper Packer, Swamper	$1.95/hr.	$2.30/hr.

2. Union Security:
Every employee who is now or hearafter becomes a member of the Union, shall maintain membership in the Union as a condition of employment. A new employee hired after signing of this Agreement shall become a member of the Union within thirty calendar days following date of hire. Rand formula for employees who do not join Union.

3. Term of Agreement:
March 1, 1973 to February 28, 1974 (one year)

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DISPUTE	CONCILIATOR

20. A-76-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and National Marble & Tile Ltd., Edmonton. — T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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21. A-78-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Empire Marble & Tile Co. Ltd., Edmonton. — T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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22. A-79-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Quality Tile Co. Ltd., Edmonton. — T.T. GROTHEN

DISPUTE CONCILIATOR

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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23. A-80-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and A.E. Robinson Tile, Edmonton. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	24¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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24. A-81-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Ideal Tile Ltd., Edmonton. T.T. GROTHEN

DISPUTE CONCILIATOR

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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25. A-82-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Reeson Tile and Terrazzo Ltd., Edmonton. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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26. A-83-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Associated Tile and Terrazzo Ltd., Edmonton. T.T. GROTHEN

DISPUTE CONCILIATOR

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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27. A-84-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Columbia Tile & Terrazzo Ltd., Edmonton. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calcualted at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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28. A-85-73
The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and Marvel Tile & Ceramics Ltd., Edmonton. T.T. GROTHEN

DISPUTE CONCILIATOR

BASIS OF SETTLEMENT:

1. Wages:

	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Increase of	30¢/hr.	30¢/hr.	30¢/hr.	25¢/hr.

2. Vacation Pay:
To be calculated at the rate of six (6) per cent of total hours worked including overtime hours at straight time rate.

3. Statutory Holidays:
To be calculated at the rate of four (4) per cent of total hours worked including overtime hours at straight time rate.

4. Miscellaneous:
Health and Welfare - to be increased from 10¢ per hour to 15¢ per hour.
Room and Board - increased from $10 per day to $12 per day.
Mileage - increased from 15¢ per mile to 20¢ per mile.

5. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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29. A-90-73
The Sheet Metal Workers International Association, Local 254, Calgary and F. Neilson & Son Ltd., Calgary. W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Charge Hand	$6.15/hr.	$6.35/hr.	$6.60/hr.	$6.90/hr.	$7.20/hr.
Journeyman	$5.75/hr.	$5.95/hr.	$6.20/hr.	$6.50/hr.	$6.80/hr.
Apprentice	$5.17/hr.	$5.38/hr.	$5.63/hr.	$5.93/hr.	$6.23/hr.

2. Union Security:
30 day Union Shop.

3. Miscellaneous:
Health and Welfare - 90 days accumulated in the Roofing Industry.

4. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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30. A-91-73
The Sheet Metal Workers International Association, Local 254, Calgary and Alberta Construction Labour Relations Association (Roofers (Calgary) Trade Division), representing certain employers: Aetna Roofing Ltd., J.K. Campbell & Associates Limited, Wm. Clark Roofing Ltd., Freeze Maxwell Co. Ltd., Reggin Industries Limited, Utzig Roofing Alberta Ltd., Western Roofing Co. Ltd. W.M. PANGRASS

BASIS OF SETTLEMENT:

DISPUTE					CONCILIATOR
1. Wages:	Previous	Apr. 1/73	Oct. 1/73	Apr. 1/74	Oct. 1/74
Charge Hand	$6.15/hr.	$6.35/hr.	$6.60/hr.	$6.90/hr.	$7.20/hr.
Journeyman	$5.75/hr.	$5.95/hr.	$6.20/hr.	$6.50/hr.	$6.80/hr.
Apprentice	$5.17/hr.	$5.38/hr.	$5.63/hr.	$5.93/hr.	$6.23/hr.

2. Union Security:
30 day Union Shop.

3. Miscellaneous:
Health and Welfare - 90 days accumulated in Roofing Industry.

4. Term of Agreement:
April 1, 1973 to March 31, 1975 (two years)

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DISPUTES REFERRED

TO A CONCILIATION BOARD

JANUARY 1, 1973 TO MARCH 31, 1973

DISPUTE	CONCILIATOR
1. A-172-72 Battle River School Authorities Association and the Alberta Teachers Association, Edmonton.	T.T. GROTHEN

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2. A-12-73 Medicine Hat R.C. Separate School District No. 21, Medicine Hat and the Alberta Teachers Association, Edmonton.	T.T. GROTHEN

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3. A-15-73 Medicine Hat R.C. Separate School District No. 21, Medicine Hat and the Canadian Union of Public Employess, Local 829, Medicine Hat.	I.J. FLYNN

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4. A-25-73 Town of Fort Saskatchewan, Fort Saskatchewan and the Canadian Union of Public Employees, Local 843, Edmonton.	C.T.A. HUTCHINGS

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DISPUTE	CONCILIATOR
5. A-29-73 The Mechanical Contractors Association, Calgary District, Calgary and the United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry, Local 496, Calgary.	I.J. FLYNN
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6. A-50-73 Elk Island School Authorities Association, Leduc and the Alberta Teachers Association, Edmonton.	T.T. GROTHEN
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7. A-51-73 Northern Alberta School Authorities Association, Valleyview and The Alberta Teachers Association, Edmonton.	C.T.A. HUTCHINGS
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8. A-72-73 Calgary School District No. 19, Calgary and the Canadian Union of Public Employees, Local 40, Calgary.	I.J. FLYNN
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DISPUTES REFERRED

TO AN ARBITRATION BOARD

JANUARY 1, 1973 TO MARCH 31, 1973

DISPUTE	CONCILIATOR
1. A-162-72* The Town of St. Albert, St. Albert and the St. Albert Fire Fighters, Local 2130, St. Albert.	T.T. GROTHEN
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* referred to Arbitration Board under The Firefighters & Policeman's Labour Relations Act.

UNSUCCESSFUL RECOMMENDATIONS*

UNDER SECTION 91 (1) (b) **

JANUARY 1, 1973 TO MARCH 31, 1973

	DISPUTE	CONCILIATOR
1.	A-51-72 The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S.A. and Canada, Local 488, Edmonton and Canadian Plumbing and Mechanical Contractors Association of Alberta.	H.J.H. LIBKE
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2.	A-155-72 The Beverage Dispensers, Hotel Service, Culinary & Restaruant Employees, Local 579, Edmonton and Royal Canadian Legion Strathcona (Alberta) Br. 150, Edmonton.	C.T.A. HUTCHINGS
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3.	A-163-72 The United Brotherhood of Carpenters & Joiners of America, Local 3060, Claresholm and Safeway Shelter Systems Ltd., Claresholm.	I.J. FLYNN
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4.	A-164-73 The International Union of Operating Engineers, Local 955, Calgary and Vennard & Ellithorpe Ltd., Calgary.	I.J. FLYNN
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5.	A-173-72 The Calgary Printing Trades Union, Local 1, Calgary and The Calgary Herald (Division of Southam Press, Limited) Calgary.	I.J. FLYNN
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6.	A-2-73 The International Brotherhood of Electrical Workers, Local 254, Calgary and Calgary Power Ltd., Calgary.	L.Y. TAYLOR
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7.	A-10-73 The Retail Clerks' International Association, Local 401, Edmonton and Edmonton Co-operative Association Limited, Edmonton.	C.T.A. HUTCHINGS
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* Successful Recommendations are included with Settlements of Disputes at the Conciliation Officer Stage.

** Pursuant to Section 91 (1) (b) of The Alberta Labour Act the Conciliation Commissioner recommends that his Recommendation shall take the place of, and have the same effect as, an award of the Conciliation Board.

	DISPUTE	CONCILIATOR
8.	A-11-73 The International Union of Operating Engineers, Local 955, Calgary and Pinetree Equipment Rentals, Lethbridge.	W.M. PANGRASS
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9.	A-13-73 The International Molders & Allied Workers Union, Local 360, Calgary and Barber Industries, Calgary.	I.J. FLYNN
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10.	A-17-73 The Retail Clerks' Union, Local 401, Edmonton and MacDonalds Consolidated Limited, Edmonton.	T.T. GROTHEN
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11.	A-18-73 The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited (Ice Cream Dept.) Edmonton.	T.T. GROTHEN
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12.	A-19-73 The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited (Egg Dept.) Edmonton.	T.T. GROTHEN
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13.	A-27-73 The Amalgamated Meat Cutters & Butcher Workmen of North America, Local P280B, Edmonton and Edmonton Cold Storage Company (Division of Doric Investment Ltd.) Edmonton.	J.H. PETERS
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14.	A-33-73 The Calgary Typographical Union, Local 449, Calgary and Albertan Job Press Ltd., Calgary	W.M. PANGRASS
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15.	A-34-73 The Calgary Typographical Union, Local 449, Calgary and Alcraft Printing Co. Limited, Calgary.	W.M. PANGRASS
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16.	A-35-73 The Calgary Typographical Union, Local 449, Calgary and McAra Printing Limited, Calgary.	W.M. PANGRASS
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17.	A-36-73 The Calgary Typographical Union, Local 449, Calgary and Foothill Printers Limited, Calgary.	W.M. PANGRASS
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	DISPUTE	CONCILIATOR
18.	A-37-73 The Calgary Typographical Union, Local 449, Calgary and West Printing Company Ltd., Calgary.	W.M. PANGRASS
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19.	A-38-73 The Calgary Typographical Union, Local 449, Calgary and Western Printing & Lithographing Company Limited, Calgary.	W.M. PANGRASS
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20.	A-39-73 The Calgary Typographical Union, Local 449, Calgary and Miller Printing Limited, Calgary.	W.M. PANGRASS
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21.	A-40-73 The Calgary Typographical Union, Local 449, Calgary and Commercial Printers (Calgary) Limited, Calgary.	W.M. PANGRASS
	* * * * * *	
22.	A-41-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Albertan Job Press Ltd., Calgary.	W.M. PANGRASS
	* * * * * *	
23.	A-42-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Miller Printing Limited, Calgary.	W.M. PANGRASS
	* * * * * *	
24.	A-43-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Western Printing & Lithographing Co. Ltd., Calgary.	W.M. PANGRASS
	* * * * * *	
25.	A-44-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and West Printing Co. Limited, Calgary.	W.M. PANGRASS
	* * * * * *	
26.	A-45-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Commercial Printers (Calgary) Limited, Calgary.	W.M. PANGRASS
	* * * * * *	
27.	A-46-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Continuous Forms (Alberta) Ltd., Calgary	W.M. PANGRASS
	* * * * * *	

DISPUTE	CONCILIATOR
28. A-47-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and Foothill Printers Limited, Calgary.	W.M. PANGRASS
* * * * * *	
29. A-48-73 The Calgary Printing Pressmen & Assistants Union, Local 201, Calgary and McAra Printing Limited, Calgary.	W.M. PANGRASS
* * * * * *	
30. A-54-73 The United Paperworkers International Union, Local 539, Calgary and Daymond Limited, Calgary.	W.M. PANGRASS
* * * * * *	
31. A-89-73 The United Glass & Ceramic Workers of North America, Local 208, Edmonton and Northwest Brick and Tile Company, Edmonton.	J.H. PETERS
* * * * * *	

DISPUTES CANCELLED

AT CONCILIATION OFFICER STAGE

JANUARY 1, 1973 TO MARCH 31, 1973

DISPUTE	CONCILIATOR
1. A-168-72 The International Brotherhood of Painters & Allied Trades, Local 583, Calgary and J. Guzowski, Lethbridge.	H.N. GRAHAM
* * * * * *	
2. A-77-73 The Bricklayers, Masons, Marble Masons, Tile Layers, Terrazzo Workers Subordinate Union, Local 1, Edmonton and H. Clark Seamless Flooring Ltd., Edmonton.	T.T. GROTHEN
* * * * * *	

DISPUTES PENDING AT CONCILIATION OFFICER STAGE AS AT MARCH 31, 1973*

DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER
A-169-72	A- 57-73	A- 70-73	A- 96-73
A- 3-73	A- 58-73	A- 71-73	A- 97-73
A- 5-73	A- 59-73	A- 73-73	A-97A-73
A- 21-73	A- 60-73	A- 74-73	A- 98-73
A- 22-73	A- 61-73	A- 75-73	A- 99-73
A- 23-73	A- 62-73	A- 86-73	A-100-73
A- 26-73	A- 63-73	A- 87-73	A-101-73
A- 28-73	A- 64-73	A- 88-73	A-102-73
A- 52-73	A- 65-73	A- 92-73	A-103-73
A- 53-73	A- 66-73	A- 93-73	A-104-73
A- 55-73	A- 67-73	A- 94-73	A-105-73
A- 56-73	A- 68-73	A- 95-73	A-106-73
			A-107-73

SUMMARY OF DISPOSITION OF DISPUTES AT CONCILIATION OFFICER STAGE JANUARY 1, 1973 TO MARCH 31, 1973

Conciliations pending as of January 1, 1973	14
Appointments made during the First Quarter	108
TOTAL	122

DISPUTES

Settled*	31
Referred to a Conciliation Board	8
Referred to an Arbitration Board	1
Unsuccessful Recommendations Under Section 91 (1) (b)	31
Cancelled	2
Pending at March 31, 1973	49
TOTAL	122

* * * * * *

* Dispute No. A-118-72, which was shown as pending at December 31, 1972, was settled by the parties themselves and details will not be shown in this Bulletin as it is no longer within the scope of the Board of Industrial Relations.

SYNOPSIS OF CONCILIATION

BOARD AWARDS

JANUARY 1, 1973 TO MARCH 31, 1973

1. A-160-72
The Alberta Association of Registered Nurses, Edmonton and Royal Alexandra Hospital, Edmonton, Alberta.

Chairman - Dr. Hu Harries
Employer Member - Mr. J.P. French
Union Member - Mr. R.T.G. McBain, Q.C.

Unanimous Award.

The Board Recommended:

1. Appointments, Transfers and Promotions:
Article 5 (2) (a) - no change
Article 5 (3) - amend to read "three (3) month trial period."

2. Health (Prepaid Health Benefits):
Article 6 (3) (c) - recommended that half the rate for single person be the portion of the cost payable by the employer.

3. Termination of Service:
Article 13 (a) - delete and substitute the following paragraph:

"The employment of an employee may be terminated by the employee giving to the Board not less than twenty working days notice to that effect and the employment of an employee may be terminated by the Board giving the employee reasonable notice."

4. Responsibility Allowance:
Article 15 (4) (a) - recommended that the Responsibility Allowance be increased to $1.35 per shift or $27.00 per month respectively.

5. Relief Duties:
Article 15 (5) (a) - recommended that the qualification period be reduced from four consecutive working days to three consecutive working days.

6. Preparatory Rates:
Recommended that Article 15 (7) be deleted in its entirety and that the specific provisions with respect to internship be substituted as the same are contained in the 1971-72 hospital contracts as negotiated between the Alberta Association of Registered Nurses and the Alberta Hospital Association. The intern rate to be $25.00 less than the Staff Nurses starting rate as recommended by this Conciliation Board for the years 1973-74.

7. Salaries:
Staff Nurse, effective January 1, 1973:

$590	$617	$645	$680	$715	$755

Staff Nurse, effective January 1, 1974:

$625	$655	$685	$720	$760	$800

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2. A-12-73
The Alberta Teachers' Association, Edmonton and Medicine Hat Roman Catholic Separate School District No. 21, Medicine Hat.

Chairman - K.C. Barrass
Employer Member - D.R. Baldwin
Union Member - A.G. Heisler

Majority Award.

The Board Recommended:

1. Salary Schedule:

	1	2	3	4	5	6
Minimum	$4,750	$5,700	$ 6,650	$ 8,650	$ 9,150	$ 9,650
	5,100	6,075	7,025	9,185	9,685	10,185
	5,450	6,450	7,400	9,720	10,220	10,720
	5,825	6,825	7,800	10,255	10,755	11,255
	6,200	7,200	8,200	10,790	11,290	11,790
	6,575	7,600	8,600	11,325	11,825	12,325
	6,950	8,000	9,000	11,860	12,360	12,860
	7,325	8,400	9,400	12,395	12,895	13,395
	7,700	8,800	9,800	12,930	13,430	13,930
	8,075	9,200	10,200	13,465	13,965	14,465
Maximum	8,450	9,600	10,600	14,000	14,500	15,000
Increments	2 @ $350	4 @ $375	2 @ $375	10 @ $535	10 @ $535	10 @ $535
	8 @ $375	6 @ $400	8 @ $400			

2. Principal's Allowance:
Up to 100 pupils - $16 per pupil.
101 to 200 pupils - an additional $8 per pupil
201 to 300 pupils - an additional $6 per pupil
301 to 500 pupils - an additional $6 per pupil
501 and over - an additional $3 per pupil.
(Pupil count as at September 30 for the current year.)

3. Adjustment to Substitute Teachers Effective Date:
January 1, 1973

4. Rates of Substitute Pay:
Recommended that the existing Clause 5 which now states:

> "The rate of pay for substitute teachers, including 4% vacation pay shall be 1/200 of the basic minimum of the first year of training."

be amended to read:

> "The rate of pay for substitute teachers, including 4% vacation pay shall be 1/200 of the basic minimum of the second year of training."

5. Term of Agreement:
January 1, 1973 to December 31, 1974 (one year)

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THE ALBERTA LABOUR ACT

V O T E S

SELECTION OF A BARGAINING AGENT

JANUARY 1, 1973 TO MARCH 31, 1973

	UNION	COMPANY	RESULT EMPLOYEES VOTED
1.	The Amalgamated Meat Cutters & Butcher Workmen of North America, Local 312, Edmonton	F.G. Bradley Company Limited, Edmonton.	FOR
	* * * * * *		
2.	The Grande Prairie Packers Employees Association, Grande Prairie.	Grande Prairie Packers (1968) Ltd., Grande Prairie	FOR
	* * * * * *		
3.	The General Teamsters, Local Union No. 362, Calgary.	Consolidated Concrete Limited, Red Deer.	FOR
	* * * * * *		

THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

JANUARY 1, 1973 TO MARCH 31, 1973

	UNION	COMPANY	RESULT EMPLOYEES VOTED
1.	The Canadian Union of Public Employees, Local 70, Lethbridge.	Town of Raymond, Raymond.	FOR
	* * * * * *		
2.	The General Teamsters, Local 362, Calgary.	Consolidated Concrete Limited, Red Deer.	FOR
	* * * * * *		

THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARDS

JANUARY 1, 1973 TO MARCH 31, 1973

	UNION	COMPANY	RESULT
1.	A-82-72 The Alberta Teachers Association, Edmonton.	Southern Alberta School Authorities Association, Foremost.	Employees Rejected Employer Accepted
	* * * * * *		
2.	A-104-72 The Retail, Wholesale & Department Store Union, Local 980, Calgary.	General News Company Limited, Lethbridge.	Employees Accepted Employer Rejected

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THE ALBERTA LABOUR ACT

V O T E S

STRIKE ACTION

JANUARY 1, 1973 TO MARCH 31, 1973

	UNION	COMPANY	RESULT
1.	A-82-72 The Alberta Teachers Association, Edmonton.	Southern Alberta School Authorities Association, Foremost.	EMPLOYEES VOTED FOR
	* * * * * *		
2.	A-104-72 The Retail, Wholesale & Department Store Union, Local 980, Calgary.	General News Company Limited, Lethbridge.	EMPLOYEES VOTED FOR
	* * * * * *		
3.	A-152-72 The United Paperworkers International Union, Local 539, Calgary.	Hilroy Envelopes & Stationery Ltd., Calgary.	EMPLOYEES VOTED FOR

* * * * * *

	UNION	COMPANY	RESULT
4.	A-155-72 The Beverage Dispensers, Hotel Service, Culinary & Restaruant Employees, Local 579, Edmonton.	Royal Canadian Legion Strathcona (Alberta), Branch No. 150, Edmonton.	EMPLOYEES VOTED FOR
5.	A-10-73 The Retail Clerks' International Association, Local 401, Edmonton.	Edmonton Co-operative Association Limited, Edmonton.	EMPLOYEES VOTED AGAINST
6.	A-17-73 The Retail Clerks' Union, Local 401, Edmonton.	MacDonalds Consolidated Limited, Edmonton.	EMPLOYEES VOTED FOR
7.	A-18-73 The Retail Clerks' Union, Local 401, Edmonton.	Canada Safeway Limited (Ice Cream Dept.) Edmonton.	EMPLOYEES VOTED FOR
8.	A-19-73 The Retail Clerks' Union, Local 401, Edmonton.	Canada Safeway Limited (Egg Dept.) Edmonton.	EMPLOYEES VOTED FOR

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SECTION 80

APPLICATION FOR DECLARATION

AS TO SUCCESSOR RIGHTS

I S S U E D

JANUARY 1, 1973 TO MARCH 31, 1973

1. The International Woodworkers of America, Local 1-207, Edmonton and Neonex Leisure Products Ltd., Red Deer.

   Varied to above union from: "Travelaire Employees Association, Red Deer."

   Declaration Number: 1 - 73 Amended March 12, 1973

* * * * * *

STRIKES AND LOCKOUTS - ALBERTA

FOR THE PERIOD

JANUARY 1, 1973 TO MARCH 31, 1973

1. A-82-72
Southern Alberta School Authorities Association, Foremost and the Alberta Teachers Association, Edmonton.

Number of Workers:	1,357
Starting Date:	March 12, 1973
Termination Date:	April 2, 1973
Working Days Lost:	15
Man-days Lost:	20,355

* * * * * *

2. A-116-72
Supercrete (Alberta) Ltd., Edmonton and the International Association of Bridge, Structural, and Ornamental Iron Workers Shopmen's Local Union 776, Edmonton.

Number of Workers:	40
Starting Date:	January 5, 1973
Termination Date:	January 15, 1973
Working Days Lost:	6
Man-days Lost:	240

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3. A-124-72
Bates Equipment Rental Limited, Calgary and the International Union of Operating Engineers, Local 955, Edmonton.

Number of Workers:	20
Starting Date:	November 27, 1972
Termination Date:	January 8, 1973
Working Days Lost in 1973:	4
Man-days Lost in 1973:	80
Total Working Days Lost:	26
Total Man-days Lost:	520

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4. A-131-72
Canadian Elevator Manufacturers (A Division of the Canadian Electrical Manufacturers Association) representing Montgomery Elevator Company Ltd., Dover Corporation (Canada) Ltd., Otis Elevator Company Limited, Westinghouse Company Ltd. (Elevator Division), and Armor Elevator, Edmonton and the International Union of Elevator Constructors, Local 122, Edmonton.

Number of Workers:	107
Starting Date:	October 5, 1972
Termination Date:	March 26, 1973
Working Days Lost in 1973:	64
Man-days Lost in 1973:	6848
Total Working Days Lost:	125
Total Man-days Lost:	13,375

* * * * * *

5. A-132-72
Canadian Elevator Manufacturers (A Division of the Canadian Electrical Manufacturers Association) representing Montgomery Elevator Company Ltd., Dover Corporation (Canada) Ltd., Otis Elevator Company Limited, Westinghouse Company Ltd. (Elevator Division), and Armor Elevator, Calgary and the International Union of Elevator Constructors, Local 130, Calgary.

Number of Workers:	94
Starting Date:	October 5, 1972
Termination Date:	March 26, 1973
Working Days Lost in 1973:	64
Man-days Lost in 1973:	6016
Total Working Days Lost:	125
Total Man-days Lost:	11,750

* * * * * *

6. A-140-72
B.A.C.M. Limited, Truroc Gypsum Products Division, Edmonton and the United Cement, Lime & Gypsum Workers International Union, Local 513, Edmonton.

Number of Workers:	42
Starting Date:	December 13, 1972
Termination Date:	January 24, 1973
Working Days Lost in 1973:	17
Man-days Lost in 1973:	714
Total Working Days Lost:	28
Total Man-days Lost:	1,176

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7. A-155-72
Royal Canadian Legion Strathcona (Alberta), Branch 150, Edmonton and the Beverage Dispensers, Hotel Service, Culinary & Restaurant Employees, Local 579, Edmonton.

Number of Workers:	22
Starting Date:	March 14, 1973
Termination Date:	
Working Days Lost in 1st Quarter:	13
Man-days Lost in 1st Quarter:	286

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